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Consultants and individual contractors

Report of the Secretary-General**

Summary

The present report is submitted pursuant to General Assembly resolution 53/221 of 7 April 1999, in which the Secretary-General was requested to report on consultants hired by the United Nations during the preceding year, with an indication of their functions. The report covers the year 1999.

* A/55/150 and Corr.1 and 2.

** Owing to delays in collection of essential data gathered from offices away from Headquarters in the absence of the worldwide implementation of Integrated Management Information System (IMIS) Release III and the need to validate the aggregated data, the preparation of the present report was delayed.

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1. The General Assembly, in section VIII, paragraph 4, of its resolution 53/221 of 7 April 1999, requested the Secretary-General to submit an annual report to the Assembly on consultants hired by the United Nations during the preceding year, with an indication of their functions.

2. The present report, which covers consultants and individual contractors hired by the United Nations in 1999, expands on the format of previous reports, in accordance with requests made by the General Assembly (resolution 51/226, sect. VI, para. 7) and by the Advisory Committee on Administrative and Budgetary Questions (A/51/533, para. 44, and A/53/691, sect. III, para. 15).

3. While data on consultants and individual contractors from the database of the Integrated Management Information System (IMIS) are available for Headquarters, it has not been possible to present information on the type and nature of contracts of consultants and individual contractors that is comparable on a worldwide basis because such data would not be available until IMIS (Release III) was fully deployed in 2001 at all duty stations. This will assist the process of global compilation and management of consultant data in the future. The current Paradox database maintained by the Office of Human Resources Management of the United Nations Secretariat uses the available IMIS data which it combines with data obtained directly from overseas duty stations. It is used for reporting and monitoring purposes and has been expanded to allow for the worldwide exchange of information on the use of consultants by occupation.

4. This report records all engagements with a starting date in 1999; the duration of contracts and the fees paid to consultants and individual contractors are presented for the entire contractual period, even in those cases where the work involved extended beyond 1999. In the same manner, contracts that had begun before 1999 are not included, even if they continued into that year.

5. The statistical tables presented in the annex to this report provide an overview of the use of consultants and individual contractors in 1999. Table 1 therein summarizes the number of persons engaged and the number of contracts, by type, during the year. It indicates the number of women engaged, as well as work performed by former staff; it shows the educational levels and performance evaluations for consultants and individual contractors. In 1999, a total of 2,382 persons were engaged as consultants. Of that number, 28 per cent (669 persons) were women, 55 were retirees, 342 were non-retired former staff aged 60 years or over and 45 were non-retired former staff under age 60. A total of 3,220 separate contracts were issued for consultants during the year. In 1999, there were 886 persons engaged as individual contractors for 1,643 contracts. Of that total, nearly half were women, 29 were retirees, 43 were non-retired former staff members aged 60 years or over and 20 were non-retired former staff under age 60. The number of persons engaged in 1999, either as consultants or as individual contractors, was 3,268. Activities by consultants during the year totalled 5,589 person-months (70 days work per consultant on average) and those by individual contractors totalled just over 2,487 person-months (84 days work per contractor on average).

6. A comparison with data of the 1998 report reveals a general reduction, in numbers both of consultants (393 or 14 per cent fewer in 1999) and of individual contractors (36 less or 4 per cent fewer in 1999). The number of days worked by consultants in 1999 as compared with 1998 had decreased (by 13 per cent) as had the working days by individual contractors (11 per cent decrease). The average duration of a contract in 1999 had remained unchanged for consultants and decreased by 7 days for individual contractors. (Not all days in a contract period need be workdays.)

7. In 1999, fees for contracts with consultants totalled $23.9 million; fees for individual contractors totalled $5 million. Total fees for both consultants and individual contractors had decreased since 1998, by $1.2 million (just under 5 per cent) for consultants and by $1.4 million (22 per cent) for individual contractors. In 1999, the average daily cost was $142 for a consultant and $68 for an individual contractor. This was $12 more for a consultant and $11 less for an individual contractor than in 1998.

8. Table 2 of the annex summarizes the number of persons engaged, the number of contracts awarded, the total number of days worked and total fees, by nationality and contract type, for 1999. Consultants were engaged from 146 different countries (12 countries less than in 1998); 5 countries accounted for more than a third (35 per cent) of all consultants

engaged (Canada, Chile, France, the United Kingdom of Great Britain and Northern Ireland and the United States of America). For individual contractors, engagements were from 84 different countries: in that category, 4 countries accounted for 36 per cent of all engagements (Argentina, Chile, the United Kingdom of Great Britain and Northern Ireland and the United States of America). In terms of fees for consultants, nationals from five countries (Canada, Chile, France, the United Kingdom of Great Britain and Northern Ireland and the United States of America) accounted for 43 per cent of the total expenses. For individual contractors, engagements from five countries (Argentina, Chile, France, the United Kingdom of Great Britain and Northern Ireland and the United States of America) accounted for 43 per cent of fees.

9. Table 3 shows a breakdown of the purpose of engagement of consultants and individual contractors. With consultants, the main purposes of engagement, worldwide, were programme implementation, special analytical studies, administrative services, advisory services, drafting of manuscripts and lectures for training courses. For individual contractors, the bulk of engagements went to administrative services and programme implementation.

10. Table 4 shows the engagement of consultants and individual contractors in terms of the occupational groups that are codified in the Common Classification of Occupational Groups (CCOG) at the job family level. The largest occupational group (20 per cent) comprises economists, who are brought in mainly as consultants. The other occupational groups that are strongly represented among consultants include administrative specialists, social scientists and writers/translators/interpreters. For individual contractors, the largest occupational groups represented are writers, translators, interpreters and education and administration-related specialists.

11. Table 5 summarizes the duration of contracts for consultants and individual contractors that began in 1999. The bulk of the contracts were for less than one month (40 per cent of the consultants and 41 per cent of the individual contractors). The duration of another 34 per cent of consultant contracts and of another 35 per cent of individual contractor contracts lasted between one and three months, while 26 per cent of consultants and 24 per cent of individual contractors had a contract that continued beyond three months. Table 6 summarizes the time actually worked for contracts that commenced in 1999. Just over half of all engagements (consultants and contractors) were for less than one month, 32 per cent of consultant contracts and 31 per cent of individual contractor contracts were between one and three months and 17 per cent of contracts (consultants and contractors) extended beyond three months.

12. Table 7 of the annex sets out the use of consultants and individual contractors by department, gender, level of education, duration of contract and evaluation of performance. The departments and offices that made the most use of consultants and individual contractors in 1999 were the Department of Economic and Social Affairs of the United Nations Secretariat (DESA), the Economic Commission for Latin America and the Caribbean (ECLAC), the Economic Commission for Asia and the Pacific (ESCAP), the United Nations Conference on Trade and Development (UNCTAD), the United Nations Office at Nairobi (UNON), the Economic and Social Commission for Western Asia (ESCWA), the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 and the United Nations Office at Geneva (UNOG). Seven of these eight entities were more dominant with regard to consultants alone, where they accounted for more than three quarters of all persons engaged. The difference noticed in 1998 in terms of gender between the use of consultants and that of individual contractors persisted in 1999. Among consultants, women represented 23 per cent of persons engaged (compared with 25 per cent in 1998), whereas among individual contractors, they represented almost 50 per cent.

13. In terms of the educational level of consultants and individual contractors, the data show that a third of the persons held a second university degree, a quarter held a first university degree and there was an even distribution between persons with an advanced university degree and those with no university degree. The majority of evaluations were either good or excellent, with less than 2 per cent reflecting only an acceptable or unsatisfactory performance.

14. Table 8 shows fees paid to consultants and individual contractors by source of funding in 1999. Data on expenditures are derived from IMIS for Headquarters departments and offices and from individual updates submitted by offices away from

Headquarters to the Office of Human Resources Management Paradox database. In 1999, a total of $28.9 million was paid in fees to consultants and individual contractors from all sources of funds: this was $2.6 million less than in 1998 (an overall decrease by just over 8 per cent). Consultants were paid $23.8 million (23 per cent from the regular budget and 67 per cent from extrabudgetary sources) and individual contractors were paid $5 million (54 per cent from the regular budget and 46 per cent from extrabudgetary sources). Fees paid to consultants engaged by the Department of Economic and Social Affairs and UNCTAD, mainly under technical cooperation projects, accounted for just over 31 per cent of the total expenditure. The corresponding figure for the regional commissions — the Economic Commission for Africa (ECA), the Economic Commission for Europe (ECE), ECLAC, ESCAP and ESCWA — was 21 per cent. ECLAC, the United Nations Office at Nairobi, the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991, the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994, and the Department of Public Information of the United Nations Secretariat accounted for two thirds of the total fees paid to individual contractors in 1999.

15. Table 9 presents aggregate data for each duty station on institutional contractors engaged in 1999. Institutional or corporate contractors are institutions that provide goods or services to the United Nations on a contractual basis (see ST/AI/327). The total expenditure was $25 million in 1999. The $4.5 million increase (18 per cent compared with 1998) was mainly the consequence of an increased use of institutional contractors by the tribunals (for the Former Yugoslavia and Rwanda), by the United Nations Centre for Human Settlements (Habitat) and the United Nations Environment Programme (UNEP) in Nairobi and by the United Nations Office at Geneva. The use of institutional contractors has decreased at Headquarters (New York) (NY(HQ)) and in ECA.

Annex

Use of consultants and individual contractors: statistical data for 1999

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List of abbreviations

The following abbreviations have been used in the tables:

CCOG	Common Classification of Occupational Groups
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	DPKO/Field Administration and Logistics Division
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ICSC	Secretariat of the International Civil Service Commission
ITFY	International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991
ICTR	International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	United Nations Office for Drug Control and Crime Prevention
OHCHR	Office of the United Nations High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
UNCHS	United Nations Centre for Human Settlements (Habitat)

UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNOG	United Nations Office at Geneva
UNOIP	Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna

Table 1. Summary data on contracts with consultants and individual contractors, 1999

	NUMBER OF PERSONS	% OF TOTAL / SUBTOTAL	NUMBER OF CONTRACTS	% OF TOTAL / SUBTOTAL	DAYS WORKED	FEES ($000)
Contracts with consultants *SUBTOTAL*	**2 382**	72.9%	**3 220**	66.2%	**167 664**	**23 873**
of whom						
Women	669	28.1%	999	31.0%	50 543	6 704
Former staff						
Retirees	55	2.7%	83	2.6%		
Non-retired former staff aged 60 years or over	342	10.5%	414	12.9%		
Non-retired former staff under age 60	45	2.3%	77	2.5%		
Contracts with individual contractors *SUBTOTAL*	**886**	27.1%	**1 643**	33.8%	**74 597**	**5 038**
of whom						
Women	435	49.1%	817	49.7%	36 216	2 253
Former staff						
Retirees	29	3.3%	66	4.0%		
Non-retired former staff aged 60 years or over	43	4.9%	64	3.9%		
Non-retired former staff under age 60	20	2.3%	43	2.6%		
Consultants and individual contractors *TOTAL*	**3 268**	**100.0%**	**4 863**	**100.0%**	**242 261**	**28 911**
Level of education						
Doctorate or equivalent	417	12.8%				
Master's degree or equivalent	1 250	38.2%				
Bachelor's degree or equivalent	790	24.2%				
Less than Bachelor's degree	414	12.7%				
Not Available	*396*	*12.1%*				
Evaluation of performance						
Excellent			1 780	36.6%		
Good			2 311	47.5%		
Adequate			75	1.5%		
Not Adequate			18	0.4%		
Not Available			*728*	*15.0%*		

Table 2. Consultants and individual contractors by nationality, 1999

COUNTRY	CONSULTANTS				INDIVIDUAL CONTRACTORS				TOTAL			
	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)
Albania	6	13	518	34	9	19	477	27	15	32	995	61
Algeria	6	7	236	51	0	0	0	0	6	7	236	51
Antigua and Barbuda	2	2	126	45	0	0	0	0	2	2	126	45
Argentina	58	77	4 869	409	65	124	7 487	265	123	201	12 356	673
Armenia	3	4	39	8	1	1	8	1	4	5	47	9
Australia	42	58	2 770	460	4	12	241	51	46	70	3 010	511
Austria	7	15	794	74	24	41	1 211	117	31	56	2 005	191
Bangladesh	14	20	747	85	1	2	136	9	15	22	883	94
Barbados	4	4	342	47	0	0	0	0	4	4	342	47
Belarus	1	1	3	0	1	3	348	7	2	4	351	7
Belgium	14	15	752	197	2	5	276	29	16	20	1 028	227
Benin	8	8	599	85	0	0	0	0	8	8	599	85
Bhutan	1	1	30	1	0	0	0	0	1	1	30	1
Bolivia	8	8	284	36	1	1	19	1	9	9	303	37
Bosnia and Herzegovina	19	105	911	70	11	24	314	15	30	129	1 225	85
Botswana	1	1	181	48	0	0	0	0	1	1	181	48
Brazil	40	45	3 726	341	6	7	356	14	46	52	4 082	355
Bulgaria	1	2	24	4	3	3	85	3	4	5	109	7
Burkina Faso	8	8	821	51	0	0	0	0	8	8	821	51
Burundi	1	1	19	4	0	0	0	0	1	1	19	4
Cambodia	1	1	50	5	0	0	0	0	1	1	50	5
Cameroon	10	13	311	79	4	8	545	28	14	21	856	107
Canada	105	148	7 307	1 297	18	20	1 053	150	123	168	8 360	1 447
Central African Republic	1	1	31	0	1	1	9	1	2	2	40	1
Chad	1	1	31	2	0	0	0	0	1	1	31	2
Chile	119	175	9 924	999	152	367	17 818	709	271	542	27 742	1 708
China	23	35	1 801	275	7	11	853	84	30	46	2 654	359
Colombia	21	25	2 061	229	11	20	1 011	55	32	45	3 072	284
Congo	1	1	18	4	0	0	0	0	1	1	18	4
Congo, Dem. Rep.	2	2	49	4	1	1	183	0	3	3	232	4
Costa Rica	5	5	338	28	3	5	279	10	8	10	617	37
Côte d'Ivoire	6	6	487	38	1	1	150	3	7	7	637	41
Croatia	19	67	818	163	11	40	616	41	30	107	1 434	204
Cuba	2	2	153	19	1	1	16	1	3	3	169	20
Cyprus	3	3	315	112	0	0	0	0	3	3	315	112
Czech Republic	3	3	221	68	0	0	0	0	3	3	221	68
D.P.R. of Korea	2	2	290	4	0	0	0	0	2	2	290	4

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COUNTRY	CONSULTANTS				INDIVIDUAL CONTRACTORS				TOTAL			
	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)
Denmark	8	11	954	132	2	2	31	3	10	13	985	135
Dominican Republic	3	3	272	35	0	0	0	0	3	3	272	35
Ecuador	6	8	649	66	3	7	370	15	9	15	1 019	80
Egypt	46	60	3 369	271	4	5	101	12	50	65	3 470	283
El Salvador	10	13	785	150	0	0	0	0	10	13	785	150
Equatorial Guinea	1	1	29	2	0	0	0	0	1	1	29	2
Estonia	3	4	198	29	1	1	53	1	4	5	251	30
Ethiopia	16	20	785	114	46	53	1 841	96.7	62	73	2 626	211
Fiji	2	2	77	4	0	0	0	0	2	2	77	4
Finland	9	10	640	245	1	1	31	2	10	11	671	247
France	125	174	9 614	1 441	30	41	3 145	332	155	215	12 759	1 773
Gambia	4	4	229	69	0	0	0	0	4	4	229	69
Germany	42	46	2 589	313	8	12	504	44	50	58	3 093	357
Ghana	13	14	1 002	186	0	0	0	0	13	14	1 002	186
Greece	2	3	318	19	0	0	0	0	2	3	318	19
Guatemala	3	4	133	50	1	1	47	8	4	5	180	58
Guinea	1	1	71	3	0	0	0	0	1	1	71	3
Guyana	2	2	43	9	0	0	0	0	2	2	43	9
Haiti	7	11	460	60	0	0	0	0	7	11	460	60
Honduras	3	3	256	34	0	0	0	0	3	3	256	34
Hungary	11	13	1 020	77	1	2	18	2	12	15	1 038	79
Iceland	3	3	163	26	1	1	0	12	4	4	163	38
India	76	90	4 213	712	1	1	14	1	77	91	4 227	713
Indonesia	5	6	385	58	0	0	0	0	5	6	385	58
Iran (Islamic Rep. of)	12	12	774	82	0	0	0	0	12	12	774	82
Iraq	2	2	111	24	0	0	0	0	2	2	111	24
Ireland	17	21	715	203	5	10	446	51	22	31	1 161	254
Israel	6	9	1 143	103	0	0	0	0	6	9	1 143	103
Italy	33	41	2 414	384	6	9	567	75	39	50	2 981	458
Jamaica	4	5	91	15	2	2	36	5	6	7	127	20
Japan	24	30	1 799	265	2	4	335	10	26	34	2 134	274
Jordan	21	25	1 735	123	4	6	364	23	25	31	2 099	145
Kazakhstan	2	2	47	3	0	0	0	0	2	2	47	3
Kenya	48	59	3 143	553	23	51	1 766	144	71	110	4 908	697
Kyrgyzstan	3	3	66	5	0	0	0	0	3	3	66	5
Lao, People's Dem. Rep.	1	1	20	6	0	0	0	0	1	1	20	6
Latvia	1	1	29	5	0	0	0	0	1	1	29	5

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	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)
Lebanon	44	53	3 486	222	45	82	2 852	149	89	135	6 338	371
Liberia	2	2	60	2	1	2	125	18	3	4	185	19
Lithuania	2	2	92	6	0	0	0	0	2	2	92	6
Luxembourg	1	1	3	0	0	0	0	0	1	1	3	0
Malawi	2	2	50	8	0	0	0	0	2	2	50	8
Malaysia	18	20	872	75	1	1	61	4	19	21	933	79
Mali	5	7	477	40	0	0	0	0	5	7	477	40
Malta	3	3	61	17	1	3	2	0	4	6	63	17
Mauritania	3	3	277	12	0	0	0	0	3	3	277	12
Mauritius	2	4	191	25	0	0	0	0	2	4	191	25
Mexico	17	31	1 917	155	2	2	81	10	19	33	1 998	164
Mongolia	5	5	262	28	0	0	0	0	5	5	262	28
Morocco	7	9	275	56	1	1	31	1	8	10	306	58
Mozambique	1	2	37	6	1	1	90	16	2	3	127	22
Myanmar	4	4	134	15	2	2	223	12	6	6	357	27
Namibia	3	3	284	56	0	0	0	0.0	3	3	284	56.2
Nepal	16	18	1 000	60	1	1	15	1	17	19	1 015	62
Netherlands	33	39	1 901	253	21	27	919	97	54	66	2 820	350
New Zealand	14	20	1 023	170	0	0	0	0	14	20	1 023	170
Nicaragua	2	2	144	13	0	0	0	0	2	2	144	13
Niger	1	1	35	9	0	0	0	0	1	1	35	9
Nigeria	18	21	1 146	158	8	11	870	224	26	32	2 016	382
Norway	7	7	391	83	6	15	346	22	13	22	737	106
Pakistan	14	15	601	86	2	3	60	14	16	18	661	100
Palau	2	2	270	16	0	0	0	0	2	2	270	16
Papua New Guinea	1	1	65	5	0	0	0	0	1	1	65	5
Paraguay	1	1	26	3	0	0	0	0	1	1	26	3
Peru	29	40	1 847	233	6	16	1 222	81	35	56	3 069	314
Philippines	43	56	2 914	380	4	4	146	12	47	60	3 060	392
Poland	8	9	393	35	5	10	312	30	13	19	705	65
Portugal	8	9	302	102	2	2	90	14	10	11	392	116
Republic of Korea	16	19	1 371	168	0	0	0	0	16	19	1 371	168
Romania	5	8	430	41	2	2	268	19	7	10	698	60
Russian Federation	29	40	2 657	429	13	26	1 064	106	42	66	3 721	536
Rwanda	3	4	270	30	5	8	659	42	8	12	929	71
Saudi Arabia	3	3	300	8	0	0	0	0	3	3	300	8
Senegal	14	16	874	205	1	1	10	2	15	17	884	207

	CONSULTANTS				INDIVIDUAL CONTRACTORS				TOTAL			
COUNTRY	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)
Seychelles	2	2	119	17	0	0	0	0	2	2	119	17
Sierra Leone	5	6	310	45	1	2	85	6	6	8	395	51
Singapore	12	16	763	102	0	0	0	0	12	16	763	102
Slovakia	2	2	166	12	1	1	14	2	3	3	180	14
Slovenia	3	3	186	39	1	4	25	5	4	7	211	44
Somalia	1	1	150	10	0	0	0	0	1	1	150	10
South Africa	15	18	520	178	3	3	148	33	18	21	668	211
Spain	18	22	1 318	145	6	14	580	41	24	36	1 898	186
Sri Lanka	9	10	386	52	4	4	191	29	13	14	577	81
Sudan	4	5	202	26	3	7	325	62	7	12	527	88
Suriname	1	2	359	9	0	0	0	0	1	2	359	9
Sweden	14	19	1 639	315	3	3	253	12	17	22	1 892	327
Switzerland	28	37	1 917	325	6	6	114	20	34	43	2 031	345
Syrian Arab Republic	12	14	841	36	3	7	116	15	15	21	956	51
Tajikistan	3	3	80	4	1	1	22	1	4	4	102	5
Tanzania, United Rep. of	8	8	278	26	45	100	6 913	120	53	108	7 191	146
Thailand	31	47	1 613	165	14	25	863	47	45	72	2 476	212
TFYR of Macedonia	2	2	18	20	2	3	151	5	4	5	169	25
Togo	5	5	213	42	0	0	0	0	5	5	213	42
Tonga	1	1	66	3	0	0	0	0	1	1	66	3
Trinidad and Tobago	3	5	183	31	0	0	0	0	3	5	183	31
Tunisia	9	11	353	82	0	0	0	0	9	11	353	82
Turkey	3	3	472	30	0	0	0	0	3	3	472	30
Uganda	14	16	738	128	0	0	0	0	14	16	738	128
Ukraine	4	7	348	34	2	4	277	26	6	11	625	60
United Kingdom	177	238	10 046	2 244	51	99	2 717	364	228	337	12 763	2 608
United States of America	317	437	26 113	4 342	54	90	4 591	515	371	527	30 704	4 857
Uruguay	22	28	1 896	168	8	12	741	49	30	40	2 637	217
Uzbekistan	2	2	172	8	0	0	0	0	2	2	172	8
Vanuatu	2	2	128	12	0	0	0	0	2	2	128	12
Venezuela	4	5	491	38	0	0	0	0	4	5	491	38
Viet Nam	6	7	192	18	1	1	120	29	7	8	312	48
Yemen	5	6	370	18	1	3	0	13	6	9	370	31
Yugoslavia	12	28	683	127	25	49	804	59	37	77	1 487	186
Zambia	5	6	209	24	0	0	0	0	5	6	209	24
Zimbabwe	8	9	246	38	0	0	0	0	8	9	246	38
Unknown	84	103	5 111	504	42	59	2 945	253	126	162	8 056	757

COUNTRY	CONSULTANTS				INDIVIDUAL CONTRACTORS				TOTAL			
	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)	NUMBER OF PERSONS	NUMBER OF CONTRACTS	TOTAL DAYS WORKED	TOTAL FEES ($000)
TOTALS	2 382	3 220	167 664	23 873	886	1 643	74 597	5 038	3 268	4 863	242 261	28 911

Note: The following 43 countries provided neither consultants nor individual contractors during 1999: Afghanistan, Andorra, Angola, Azerbaijan, Bahrain, Bahamas, Belize, Brunei Darussalam, Comoros, Cape Verde, Djibouti, Dominica, Eritrea, Gabon, Georgia, Grenada, Guinea-Bissau, Kiribati, Kuwait, Lesotho, Libyan Arab Jamahiriya, Liechtenstein, Madagascar, Maldives, Marshall Islands, Micronesia (Federated States of), Monaco, Nauru, Oman, Panama, Qatar, Republic of Moldova, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Solomon Islands, Swaziland, Turkmenistan, Tuvalu, United Arab Emirates.

Table 3. Purpose of engagement of consultants and individual contractors, 1999

PURPOSE OF ENGAGEMENT	CONSULTANTS		INDIVIDUAL CONTRACTORS		TOTAL	
	NUMBER OF CONTRACTS	PERCENTAGE OF CONTRACTS	NUMBER OF CONTRACTS	PERCENTAGE OF CONTRACTS	NUMBER OF CONTRACTS	PERCENTAGE OF CONTRACTS
Programme planning	37	1.1%	6	0.4%	43	0.9%
Programme implementation	743	23.1%	267	16.3%	1 010	20.8%
Programme evaluation	51	1.6%	3	0.2%	54	1.1%
Preparation of meetings	130	4.0%	104	6.3%	234	4.8%
Drafting of manuscripts	397	12.3%	137	8.3%	534	11.0%
Lectures training courses	335	10.4%	150	9.1%	485	10.0%
Special analytical studies	531	16.5%	134	8.2%	665	13.7%
Advisory services	454	14.1%	14	0.9%	468	9.6%
Administrative services	473	14.7%	579	35.2%	1 052	21.6%
Building services	21	0.7%	223	13.6%	244	5.0%
Various other purposes	48	1.5%	26	1.6%	74	1.5%
TOTAL CONTRACTS	3 220	100.0%	1 643	100.0%	4 863	100.0%

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Table 4. Engagement of consultants and individual contractors by CCOG job family, 1999

OCCUPATIONAL GROUP	CONSULTANTS		INDIVIDUAL CONTRACTORS		TOTAL	
	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS
PROFESSIONAL, MANAGERIAL AND TECHNICAL WORK a	40	1.2%	11	0.7%	51	1.0%
Administrative specialists	339	10.5%	95	5.8%	434	8.9%
Architects, engineers	42	1.3%	23	1.4%	65	1.3%
Archivists, curators, information specialists and librarians	1	0.0%	10	0.6%	11	0.2%
Artists	1	0.0%	2	0.1%	3	0.1%
Economists	651	20.2%	59	3.6%	710	14.6%
Education specialists	70	2.2%	114	6.9%	184	3.8%
Jurists	68	2.1%	15	0.9%	83	1.7%
Life scientists	23	0.7%	0	0.0%	23	0.5%
Dental, nutrition, medical, nursing and veterinary specialists	46	1.4%	32	1.9%	78	1.6%
Physical scientists	41	1.3%	5	0.3%	46	0.9%
Social scientists	334	10.4%	16	1.0%	350	7.2%
Statisticians and mathematicians	61	1.9%	1	0.1%	62	1.3%
Transportation specialists	43	1.3%	0	0.0%	43	0.9%
Writers, translators, interpreters	584	18.1%	419	25.5%	1 003	20.6%
Professional, managerial and technical specialists for which no job family exists	175	5.4%	26	1.6%	201	4.1%
Environmental specialists	109	3.4%	13	0.8%	122	2.5%
Electronic communications specialists	41	1.3%	26	1.6%	67	1.4%
Cultural development specialists	1	0.0%	0	0.0%	1	0.0%
SUBTOTAL PROFESSIONAL WORK	**2 670**	**82.9%**	**867**	**52.8%**	**3 537**	**72.7%**
SUPPORT WORK RELATED TO PROFESSIONAL, MANAGERIAL AND TECHNICAL OCCUPATIONS b	23	0.7%	26	1.6%	49	1.0%
Administration-related	93	2.9%	348	21.2%	441	9.1%
Architecture and engineering-related	1	0.0%	29	1.8%	30	0.6%
Arts-related	2	0.1%	1	0.1%	3	0.1%
Economics-related	85	2.6%	25	1.5%	110	2.3%
Education-related	1	0.0%	2	0.1%	3	0.1%
Law-related	7	0.2%	4	0.2%	11	0.2%
Social sciences-related	5	0.2%	1	0.1%	6	0.1%
Statistics and mathematics-related	14	0.4%	22	1.3%	36	0.7%
Writing, translation and interpretation-related	7	0.2%	14	0.9%	21	0.4%
Support work for which no job family exists	20	0.6%	21	1.3%	41	0.8%
Environmental science-related	2	0.1%	1	0.1%	3	0.1%
Electronic communications-related	10	0.3%	11	0.7%	21	0.4%
SUBTOTAL SUPPORT WORK	**270**	**8.4%**	**505**	**30.7%**	**775**	**15.9%**

OCCUPATIONAL GROUP	CONSULTANTS		INDIVIDUAL CONTRACTORS		TOTAL	
	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS
PRODUCTION, SERVICE AND TRANSPORT WORK c	4	0.1%	22	1.3%	26	0.5%
Structural and physical plant construction and maintenance	2	0.1%	1	0.1%	3	0.1%
Transport	1	0.0%	9	0.5%	10	0.2%
General building maintenance	10	0.3%	24	1.5%	34	0.7%
Printing	4	0.1%	44	2.7%	48	1.0%
Security and safety operations	9	0.3%	13	0.8%	22	0.5%
SUBTOTAL SERVICE WORK	**26**	**0.8%**	**91**	**5.5%**	**117**	**2.4%**
Not specified	*254*	*7.9%*	*180*	*11.0%*	*434*	*8.9%*
TOTAL CONTRACTS	**3 220**	100.0%	**1 643**	100.0%	**4 863**	100.0%

[a] Including occupations concerned with the theoretical or practical aspects of such fields of human endeavour as art, science, engineering, education, medicine, law, business and economics, and administrative, managerial and technical work. Most of these are occupations that require substantial academic preparation, usually at the university level.

[b] Including occupations concerned with recording, compiling, reviewing and processing data; classifying, filing, retrieving and updating publications, correspondence and other reference materials; providing information; transmitting mail and messages; coordinating meetings and inspections; and carrying out other duties in accordance with established practices and procedures in support of occupations responsible for the management, creation, analysis and presentation of plans and programmes. The occupations included in the support group may also involve the performance of technical work in a specific subject area where practical application rather than theoretical knowledge is required.

[c] Including occupations concerned with operating equipment; providing transport services; providing protection against crime, fire and accidents; providing food services; storing, distributing and accounting for materials; fabricating, erecting, installing, paving, painting, repairing and similarly working on structures or structural parts; and using manufactured components and assemblies to produce products. Many of these occupations require the application of the knowledge and physical skills of a craft or trade.

Table 5. Duration of contracts for consultants and individual contractors, 1999

	CONSULTANTS		INDIVIDUAL CONTRACTORS		TOTAL	
DURATION	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS
(1) Under 1 month	1 290	40.1%	675	41.1%	1 965	40.4%
(2) 1 to 3 months	1 098	34.1%	573	34.9%	1 671	34.4%
(3) 3 to 6 months	601	18.7%	312	19.0%	913	18.8%
(4) 6 to 12 months	207	6.4%	81	4.9%	288	5.9%
(5) 12 to 24 months	23	0.7%	2	0.1%	25	0.8%
(6) Over 24 months	1	0.0%	0	0.0%	1	0.0%
TOTAL CONTRACTS	3 220	100.0%	1 643	100.0%	4 863	100.0%

Table 6. Time actually worked for consultants and individual contractors, 1999

	CONSULTANTS		INDIVIDUAL CONTRACTORS		TOTAL	
DURATION	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS	NUMBER OF CONTRACTS	SHARE OF CONTRACTS
(1) Under 1 month	1 624	50.4%	860	52.3%	2 484	51.1%
(2) 1 to 3 months	1 038	32.2%	514	31.3%	1 552	31.9%
(3) 3 to 6 months	453	14.1%	226	13.8%	679	14.0%
(4) 6 to 12 months	96	3.0%	42	2.6%	138	2.8%
(5) 12 to 24 months	9	0.3%	1	0.1%	10	0.2%
(6) Over 24 months	0	0.0%	0	0.0%	0	0.0%
TOTAL CONTRACTS	3 220	100.0%	1 643	100.0%	4 863	100.0%

Table 7. Consultants and individual contractors, by department, gender, level of education, duration of contract and evaluation of performance, 1999

	CONSULTANTS		INDIVIDUAL CONTRACTORS		TOTAL		DURATION	EDUCATIONAL LEVEL [a]					EVALUATION				
DEPARTMENT or OFFICE	NUMBER OF PERSONS	PERCENTAGE FEMALE	NUMBER OF PERSONS	PERCENTAGE FEMALE	NUMBER OF PERSONS	PERCENTAGE FEMALE	DAYS	PHD	MA	BA	OTHER	N/A	EXCELLENT	GOOD	ACCEPT-ABLE	UNSATIS-FACTORY	N/A
DDA	12	0.0%	1	0.0%	13	0.0%	887	5	1	4	3	0	8	4	0	0	2
DESA	490	25.5%	5	80.0%	495	26.1%	27 848	176	203	64	11	41	188	293	6	14	80
DGAACS	18	0.0%	2	0.0%	20	0.0%	2 873	2	7	10	0	1	1	2	0	0	21
DM	76	36.8%	19	68.4%	95	43.2%	9 001	31	30	25	8	1	68	77	0	0	4
DPA	42	0.0%	0	N/A	42	0.0%	4 159	5	31	3	1	2	8	19	0	0	24
DPI	83	51.8%	52	63.5%	135	56.3%	12 083	5	52	68	10	0	85	63	3	0	37
DPKO	3	0.0%	1	0.0%	4	0.0%	864	0	3	1	0	0	7	0	0	0	0
DPKOFALD	32	0.0%	2	0.0%	34	0.0%	2 174	3	26	3	1	1	10	18	4	0	13
ECA	36	44.4%	53	22.6%	89	31.5%	3 396	5	28	19	33	4	1	27	1	0	63
ECE	40	25.0%	25	52.0%	65	35.4%	2 814	5	32	24	1	3	33	26	1	0	20
ECLAC	310	33.5%	267	52.4%	577	42.3%	60 088	26	53	115	54	329	406	621	6	0	3
EOSG	21	0.0%	0	N/A	21	0.0%	1 555	3	11	5	2	0	7	6	1	1	9
ESCAP	303	19.8%	31	48.4%	334	22.5%	15 718	37	237	43	15	2	146	181	16	1	87
ESCWA	138	23.9%	63	57.1%	201	34.3%	12 848	11	119	39	28	4	101	166	17	1	5
ICSC	8	0.0%	1	0.0%	9	0.0%	276	1	5	2	0	1	4	3	0	0	2
ICTFY	131	38.9%	133	45.1%	264	42.0%	11 307	10	51	123	80	0	299	284	8	1	29
ICTR	1	100.0%	74	24.3%	75	25.3%	10 359	0	2	27	45	1	91	40	0	0	17
OCHA	14	50.0%	3	100.0%	17	58.8%	1 791	2	7	3	1	4	5	19	0	0	4
OCDDP	4	0.0%	1	0.0%	5	0.0%	56	1	1	3	0	0	3	1	0	0	0
OHCHR	73	0.0%	0	N/A	73	0.0%	5 372	2	58	0	0	13	37	35	2	0	18
OIOS	9	0.0%	0	N/A	9	0.0%	1 270	1	4	4	0	0	7	2	0	0	3
OLA	11	36.4%	8	62.5%	19	47.4%	2 578	3	9	4	2	1	19	1	0	0	2
UNCHS	0	N/A	0	N/A	0	N/A	0	0	0	0	0	0	0	0	0	0	0
UNCTAD	196	0.0%	0	N/A	196	0.0%	13 020	16	38	74	68	0	62	61	2	0	87
UNEP	1	0.0%	0	N/A	1	0.0%	181	0	1	0	0	0	1	0	0	0	0
UNFIP	0	N/A	0	N/A	0	N/A	0	0	0	0	0	0	0	0	0	0	0
UNOG	117	32.5%	30	63.3%	147	38.8%	15 529	30	70	28	14	5	55	87	1	0	37
UNOIP	14	0.0%	0	N/A	14	0.0%	2 233	1	2	7	4	0	6	13	3	0	0
UNON	185	21.1%	77	37.7%	262	26.0%	17 120	29	142	78	12	1	63	237	2	0	75
UNOV	52	13.5%	42	81.0%	94	43.6%	5 085	13	40	20	21	0	51	24	2	0	54
TOTAL	2 420	23.4%	890	48.8%	3 310	30.2%	242 484	423	1 263	796	414	414	1 772	2 310	75	18	696

Note: The totals for the person counts may exceed the baseline, since some persons might have been engaged by multiple departments.

[a] PHD = Doctorate or equiv.; MA = Master's degree or equiv.; BA = Bachelor's degree or equiv.; OTHER = less than Bachelor's degree; N/A = not available.

Table 8. Expenditure on consultants and individual contractors, by source of funding, 1999

DEPARTMENT or OFFICE	CONSULTANTS			INDIVIDUAL CONTRACTORS			TOTAL		
	ASSESSED CONTRIBUTIONS ($000)	EXTRABUDGETARY ($000)	TOTAL ($000)	ASSESSED CONTRIBUTIONS ($000)	EXTRABUDGETARY ($000)	TOTAL ($000)	ASSESSED CONTRIBUTIONS ($000)	EXTRABUDGETARY ($000)	TOTAL ($000)
DDA	78	57	135	0	0	0	78	58	135
DESA	1 137	4 851	5 988	10	18	27	1 147	4 868	6 015
DGAACS	214	0	214	24	0	24	239	0	239
DM	1 106	108	1 214	248	0	248	1 354	108	1 461
DPA	715	233	949	0	0	0	715	233	949
DPI	562	189	751	212	163	375	774	352	1 127
DPKO	0	152	152	0	2	2	0	154	154
DPKOFALD	75	413	488	0	20	20	75	432	507
ECA	97	50	147	25	28	54	123	78	200
ECE	68	122	190	26	51	77	94	173	267
ECLAC	497	1 932	2 429	722	515	1 237	1 220	2 447	3 667
EOSG	47	280	327	0	0	0	47	280	327
ESCAP	380	1 297	1 678	29	53	82	410	1 350	1 760
ESCWA	292	211	503	221	64	285	513	275	788
ICSC	0	48	48	0	16	16	0	64	64
ICTFY	863	0	863	494	0	494	1 357	0	1 357
ICTR	73	4	78	323	104	427	396	108	504
OCHA	122	188	310	4	6	10	127	193	320
ODCCP	0	10	11	0	3	3	0	13	14
OHCHR	86	493	578	0	0	0	86	493	578
OIOS	97	4	101	0	0	0	97	4	101
OLA	313	6	318	114	0	114	427	6	432
UNCHS	0	0	0	0	0	0	0	0	0
UNCTAD	234	1 312	1 545	0	0	0	2	1 312	1 545
UNEP	0	15	15	0	0	0	0	15	15
UNFIP	0	0	0	0	0	0	0	0	0
UNOG	10	1 231	1 241	29	261	290	39	1 493	1 532
UNOIP	0	861	861	0	0	0	0	861	861
UNON	301	1 852	2 154	82	749	830	383	2 601	2 984
UNOV	222	112	334	141	108	248	362	220	583
Unspecif.			252			173			425
TOTAL	7 590	16 031	23 873	2 705	2 160	5 038	10 295	18 191	28 911

Note: Data on expenditures are derived from IMIS departments and offices at United Nations Headquarters in New York, and from individual updates submitted by offices away from Headquarters to the Paradox database of the Office of Human Resources Management of the United Nations Secretariat.

[a] Fees only.

Table 9. Institutional contractors, 1999 [a]

DEPARTMENT or OFFICE	NUMBER OF CONTRACTORS	NUMBER OF CONTRACTS	DURATION (MONTHS)	EXPENDITURE ($000)
ECA	31	37	64	378
ECLAC	21	23	147	459
ESCAP	15	17	103	334
ESCWA	4	5	13	33
ICTFY	255	766	600	1 388
ICTR	8	9	53	822
NY (HQ) [b]	84	109	121	3 485
OHCHR	1	1	1	30
UNCHS	28	29	214	2 524
UNCTAD	15	20	31	155
UNEP	29	34	160	5 399
UNOG [c]	96	123	320	9 760
UNON	24	29	420	292
UNOV [d]	4	4	10	42
TOTAL	615	1 206	2 257	25 101

[a] Institutional or corporate contractors are institutions or corporations that provide goods or services to the United Nations on a direct contractual basis (ST/AI/327 of 23 January 1985).

[b] Including all Departments and Offices in New York.

[c] Including ECE.

[d] Including ODCCP.